SMT. VIJAYA DESAI.— Have you received the representation in 1972 ?

SRI. S B. NAGARAL —On the basis of the representation we have issued instructions to the Executive Engineer to finalise the report early.

SRI M. S. KRISHNAN.—When the hon'ble Member asked whether any representation has been received, the Minister said 'yes'. But in the answer furnished it is stated 'No'.

ಶ್ರೀ ಎಸ್. ಬಿ. ನಾಗರಾಳ್.—ಅಲ್ಲಿ ಹೆಸರು ಬದಲಾಗಿ ಬಿದ್ದಿದೆ. ಕುಂದನೂರು ಎಂದು ಇದೆ. ಕುಂದನೂರಾ ಲಿಫ್ಟ್ ಇರಿಗೇಷನ್ ಸ್ಕೀಂ ತನಿಖೆ ಆಗುತ್ತಿದೆ.

## Reeruitment and Promotion of S.C /S.T. and O.B.C. people in M.I.S.L.

546. SRI. ABDUL KHUDUS ANWAR (Bhadravathi) Will the Minister for Industries and Parliamentary Affairs be pleased to state :—

(*a*) the procedure and policies laid bown by the management for recruitment or promotion of the SC and ST and other Backward Classes in MISL ;

(*b*) number of Officers belonging to SC and ST and the BC appointed during 1973, 1974 and 1975 ; categorywise figures under each cadre as under may be furnished. (1) Divisional Managers (2) Superintendents (3) Assistant Superintendents (4) Shift Engineers (5) Assistant Foremen (6) II Division and I Division Clerks;

(*c*) whether there are any cases of violation of the Government Order, Policies and Memos of the Board in making appointments and promotions ?

SRI M. VEERAPPA MOILY (Minister of State for Small Scale Industries on behelf of [SRI S. M. KRISHNA.—(Minister for Industries and Parliamentary Affairs)]

(*a*) In Mysore Iron and Steel Limited, there are two categories of employees *viz.*, Monthly rated and converted Monthly rated. In respect of direct recruitment vacancies, the Government Orders regarding reservation and classfication of vacancies for SC/ST and other categories are being followed as directed by the Government under Government Order No. GAD 35 SRR 71 dated 17th May 1971 and Government Order No. GAD 2 SBC 75 dated 9th July 1975. As per the existing rules of the Company direct recruitments are made to the following categories of officers and employees.

(1) Shift Engineer

(2) Assistant Foremen.

(3) I Division Clerk/Stenographer

(4) II Division Clerk/Typist-*cum*-Clerk

(5) Teachers, Attenders, Watchmen. Drivers, Conductors, Cooks, Nurses, Compounders, Midwives, Servers, Cleaners, Waiters, Scavengers, Sweepers, Gardeners etc.

(6) Substitntes Casuel Labourers in Converted Monthly Cadre in VI Cadre.

Recruitment to those categories of employees are normally made in accordance with the provisionl of the Employment Exchange (Compulsory Notification of Vacancies) Act, in that lists of candidates are obtained from the Employment Exchange, Bhadravathi and Shimoga and the Professionol and Executive Employment Exchange, Bangalore. In cases of certain Posts which require special qualifications, recruitments are made through newspers advertisement which ars issued simultaneously with Notification to the Employment Exchabge

In respect of application of Government Orders regarding reservation and classification of vacancies for SC/ST and other categories of Posts in the Company, a specific memo has been issued by the management and a copy of the same is placed on the Table of the House. Further the provisions embodied in the Government Order No. GAD 2 SBC 75, dated 9th July 1975 in the matter of classification of vacancies to the reserved categories such as SC/ST.

BC and BT categories are also being followed at the time of selection to the direct recruitment vacancies, candidates belonging to SC/ST are extended the concessions like age relaxation in order to maintain the reservation quota under SC/ST. All possible efforts are being made to maintain the reservation quota in accordance with the Government Order issued in this behalf in all the recruitments. Promotional procedures are laid down in different memos for various categories and there is neither a policy adopted by the management nor the Government Order to ear-mark the vacancies under the Promotional quota for SC and ST categories.

(*b*) The total number of officers and employees in respect of SC/ST and BC category recruited during the year 1973 1974 and 1975 are noted hereunder :—

| Sl. No. | Designation | 1973 | | | 1974 | | | 1975 | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | SC | ST | BC | SC | ST | BC | SC | ST | BC |
| 1. | Divisional Manager | ... | ... | ... | ... | ... | ... | ... | ... | ... |
| 2. | Superintendent | ... | ... | ... | 1 | ... | ... | ... | ... | ... |
| 3. | Asst Superintendent | ... | ... | ... | ... | ... | ... | 2 | 1 | ... |
| 4. | Shift Engineer | ... | ... | ... | ... | ... | .. | 7 | ... | ... |
| 5. | Asst. Foreman | 2 | ... | ... | 4 | ... | ... | ... | ... | ... |
| 6. | I Division Clerk | 4 | ... | ... | 1 | ... | 6 | 6 | 3 | 1 |
| 7. | II Division Clerk Typist *cum* Clerk. | 7 | ... | 1 | 2 | 1 | 3 | 11 | 3 | 14 |

In respect of the vacancies in the category of Divisional Manager, Superintendent and Assistant Superintendent they are being filled up by Promotion on the basis of merit-*cum*-seniority after screening the candidates in the Departmental Promotional Committees. There is no direct recruitment in the above Category of posts.

(*c*) No.

SRI. ABDUL KHUDUS ANWAR.—In Answer to (b) you have stated that in 1974 4 people in the Asst. Foreman cadre have been recruited and in 1975 you have kept some posts vacant. Does it make up 18 percent reservation ?

† SRI. M. VEERAPPA MOILY.—In fact because candidates were not available we could not recruit.

SRI. ABDUL KHUDUS ANWAR.—But those four candidates as shown in answer to (b) were not promoted ; why ?

SRI. M. VEERAPPA MOILY.—With regard to the promotion there is no Government order to reserve any quota for the SC/ST in the promotion.

SEI ABDUL KHUDUS ANWAR.—Madam, kindly permit me to raise half-an-hour discussion on this subject since I have to go into the details and the answers furnished are also lengthy one.

MADAM SPEKER.—That you can do.

MADAM SPEAKER.—Now questions are over.